

ADMINISTRATIVE INTERNAL USE ONLY

8 MAR 1983

MEMORANDUM FOR: Director, Office of Training and Education

FROM: James N. Glerum
Director of Personnel

SUBJECT: Specific Numeric Performance Appraisal Report (PAR)
Ratings for Selection for Senior Service Schools

1. In response to the DDCI's request, and his comment in paragraph 5 of the attached Headquarters Notice on Performance Appraisal, my office has completed a review of Personnel issuances. Our report on the relationship of PAR ratings to awards concluded that there was no evidence to support the perception that requiring high levels of performance for performance awards contributes to the escalation of PAR rating levels. With the Executive Director's approval, we are maintaining the high level performance requirements but are substituting the PAR level narrative descriptions for the numbers where they appeared. The Executive Director advised that he wished to discuss this issue with the Deputy Directors as soon as it was known that we have "de-linked" specific numeric PAR ratings from the performance awards.

2. Our report, however, did not address Senior Service School requirements primarily because they are outside my jurisdiction. Since we have completed our task and are about to advise the Deputy Directors of the action taken, I thought you might wish to advise the DDA concerning requirements for Senior Service Schools in preparation for a future discussion with the Executive Director.

JN James N. Glerum

James N. Glerum

Distribution:

Orig. - Adse.

1 - ER

2 - D/OP

1 - Subject

1 - P&PS Chrono

OP/PA&E/P&PS/ [] (1 Mar 83)

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ADMINISTRATIVE INTERNAL USE ONLY

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Performance Appraisal Report (PAR) Ratings and Awards

FROM:

Chief, Policy and Programs Staff/OP
1006 Ames

EXTENSION

NO.

DATE

1 March 1983

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DD/PA&E
1006 Ames2. EA/D/OP
5E58 Hqs.

3. DD/OP

4. D/OP

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Attached for your signature is a suggested note to [] advising him of the action we have taken to "de-link" the PAR ratings from awards. Because it will be some time before the regulation gets printed, we thought it best to include the DDs on the distribution of this memo so that they are aware of the action and so that [] may have his discussion with them.

Also attached is a suggested note to D/OTE regarding the Senior Service School nominations referred to in paragraph 5 of [] (copy attached) - since that issue is not in OP's bailiwick.



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